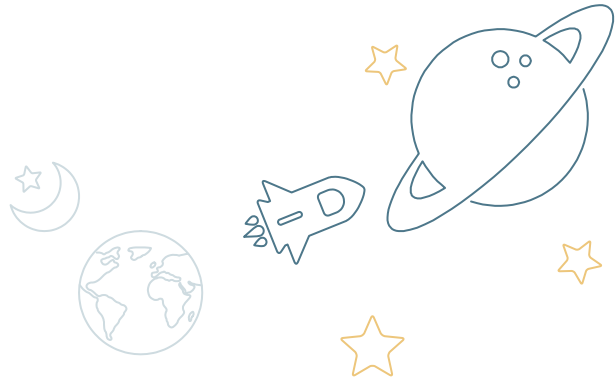


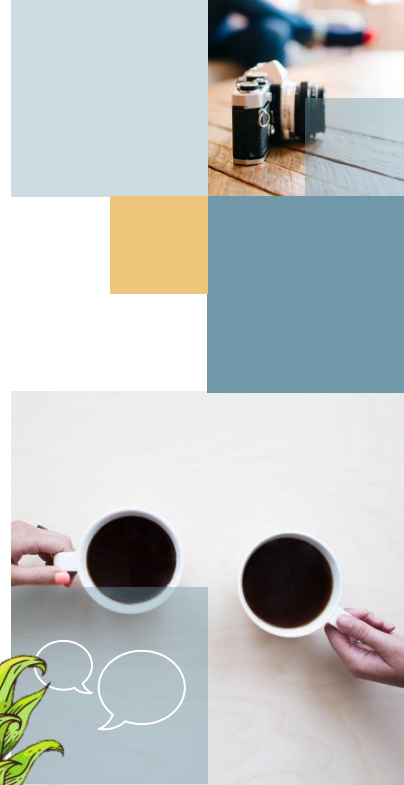
Employee Motivation & Talent Management

Ing. Vasili Ostin, BA



QR

What was the reason to enter the university?



Mountain Climbing



Why do people are doing that? What is stimulating themselves?

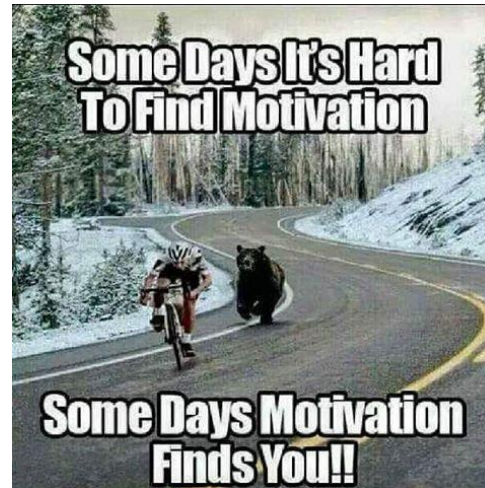
Motive

"intrinsic driving forces of an individual involving desire or effort"



Stimulus

"an external stimulus sent in anticipation of a certain response"



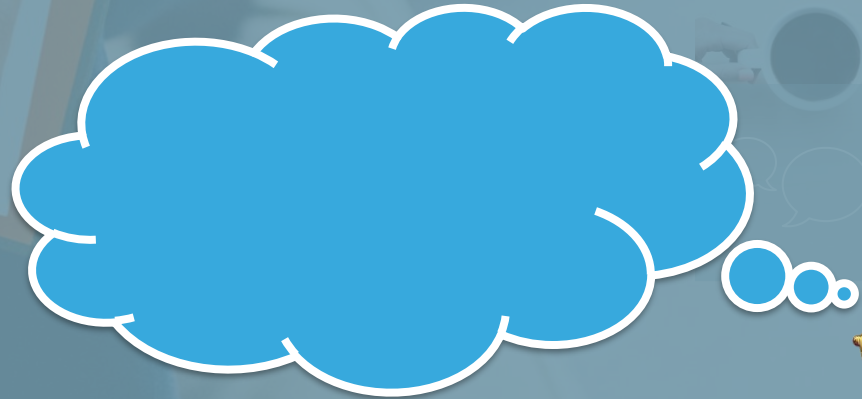
Which factor is decreasing the fluctuation rate of newcomers?

QR



How does the hybrid job form is affecting the fluctuation within enterprises?

QR



How many percentage of the employees are starting looking for another job after the first failure?

QR



How many percent of the employees are able to leave the job in terms to find our a position with development opportunities?

QR



Motivation Types

POSITIVE

Viewed in a favorable way

EXTRINSIC

Someone else wants it

"If you finish the project on time, you will get a bonus."

"I'm so excited about this project and I'm eager to complete it!"

"You'd better finish that project on time or you're fired!"

"I don't like this project and I don't care if I finish it or not."

NEGATIVE

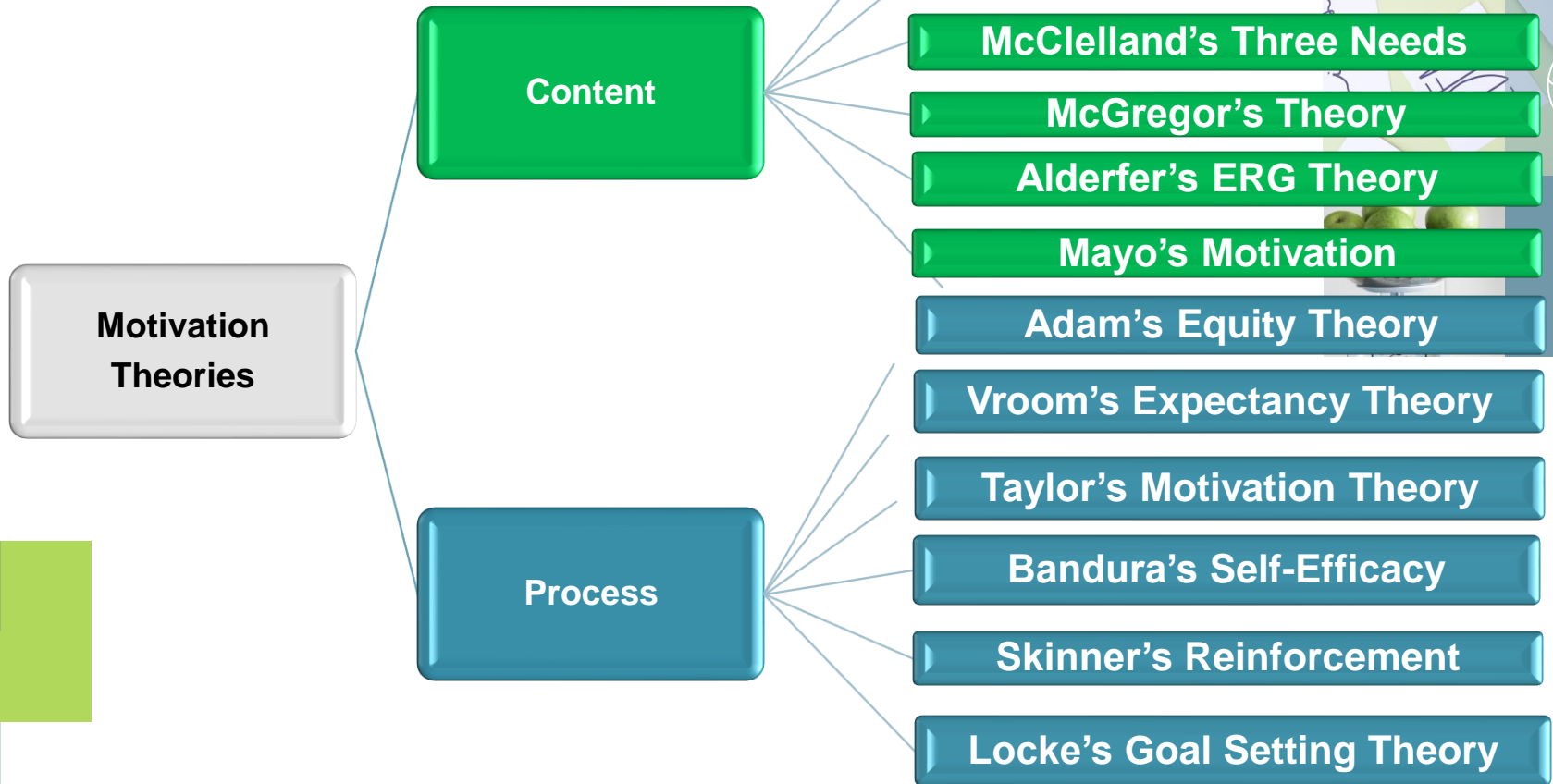
Viewed in an unfavorable way

INTRINSIC

You want it



Motivation Theories



Motivation 3.0 – Future Concept

Sugar and whip

Clear tasks with clear results

MOTIVATION 1.0

MOTIVATION 2.0

MOTIVATION 3.0

Needs to survive

Creativity

Tasks without clear steps and absence of results expectation

PASSION

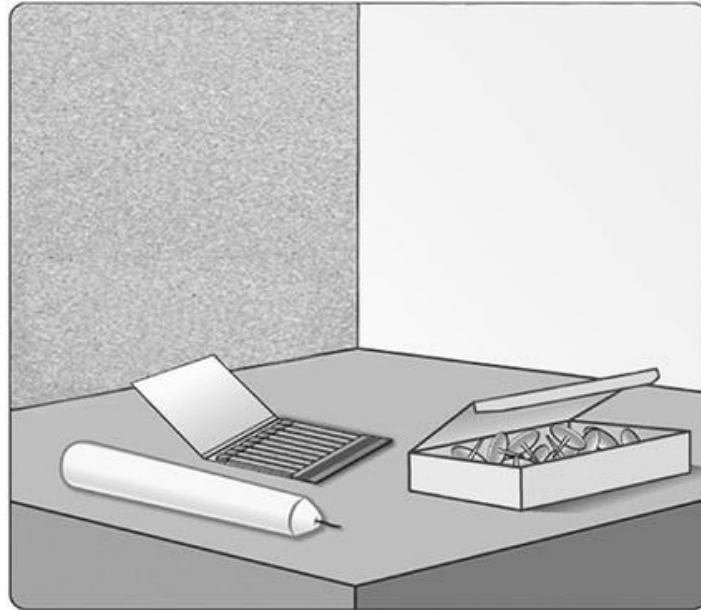


Motivation 3.0 – Future Concept

Sugar and whip

Clear tasks with clear results

MOTIVATION 2.0



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Motivation 3.0 – Future Concept

Sugar and whip

Clear tasks with clear results

MOTIVATION 2.0



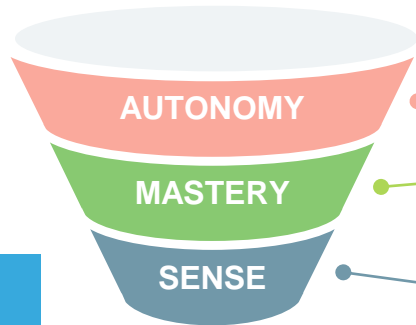
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Motivation 3.0 – Future Concept

MOTIVATION 3.0

Creativity

Tasks without clear steps and absence of results expectation

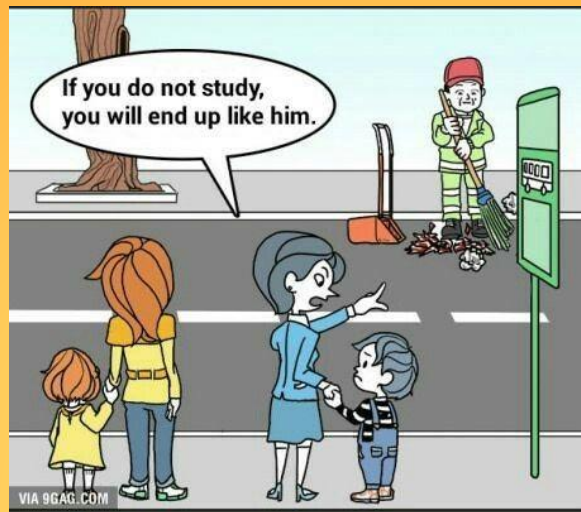


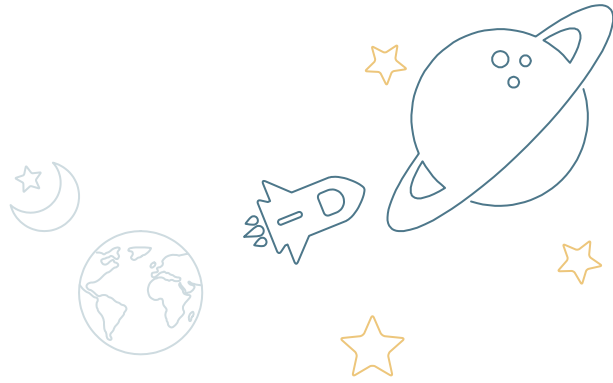
Atlassian (20 %)
Google (20 %)

Trouble parties - Meta,
Google...

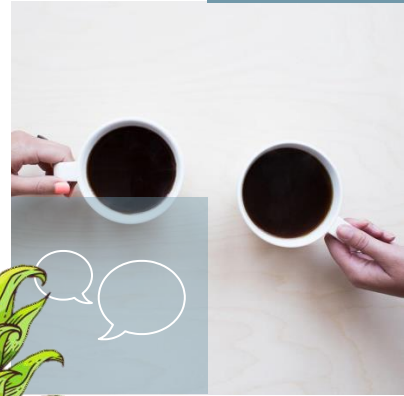
If employees perceive that their work makes sense, they may devote much more energy to it







Talent Management



Employee Generations and Types




 **Healer**






Healers are imaginative idealists, guided by their core values & highly concerned with the personal growth of themselves & others.

 **Visionary**


Visionaries want to analyze, understand, & influence other people, they enjoy challenging ideas & love intellectual banter.

 **Provider**

Providers are sensitive to the needs of others, are eager to please, & prefer to work in a harmonic & cooperative environment.

				
TRADITIONALISTS	BABY BOOMERS	GENERATION X	MILLENNIALS	GENERATION Z
AGED 78+	AGED 57 - 77	AGED 42 - 56	AGED 26 - 41	AGED 12 - 25



 **Supervisor**

Supervisors are hardworking, keen to be in charge, & are orderly, rule-abiding, & conscientious.

 **Inspector**

They are keen to understand how they can participate & concern themselves with ensuring that standards are met.

 **Performer**

Performers are spontaneous & energetic, warm & talkative; they particularly like to be the center of attention.

Why be a part of the Talent Management?

52%

of high-performing companies

decentralize
decision-making

to make better use of available knowledge.



More high-performing companies give

greater
decision-making
freedom
to direct reports
than low-performing companies.

of high performers

49%

35%

of low performers

Employee management

59%

of high-performing
companies link

employee pay

with performance.



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How to identify talents?

„Worry less about your problems and more about your business opportunities“

Ability

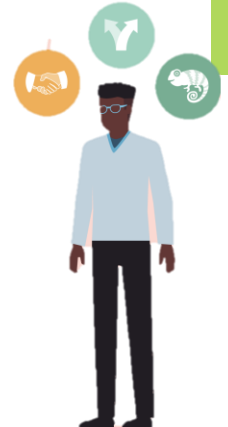
- mental abilities
- soft skills

Commitment

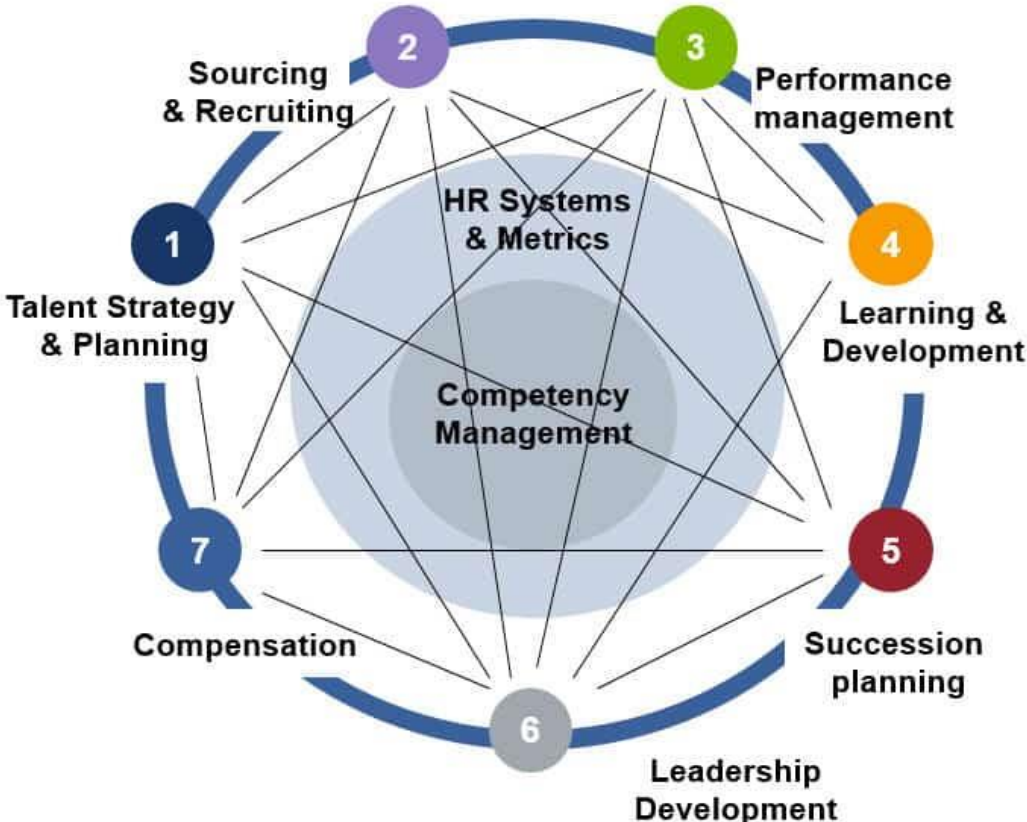
- raise certain expectations

Aspiration

- motivation to move to senior positions

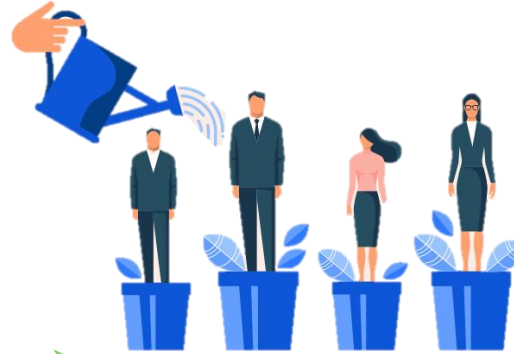


Integrated Talent Management



Talent Management Strategy

1. Identify organizational goals
2. Build company-wide partnerships
3. Nurture a growth mindset
4. Invest in upskilling and reskilling efforts
5. Evaluate and adjust accordingly



Examples:

- Individualized growth plans
- Formal internal programs
- Partnerships with external providers
- Mentorship opportunities

Best Practice - PepsiCo

Elements of **PepsiCo's** career growth mode:

- Proven results
- Leadership capability
- Critical experience



Elements of **PepsiCo's** talent management model:

- Identification
- Developing readiness
- Movement



PEPSICO



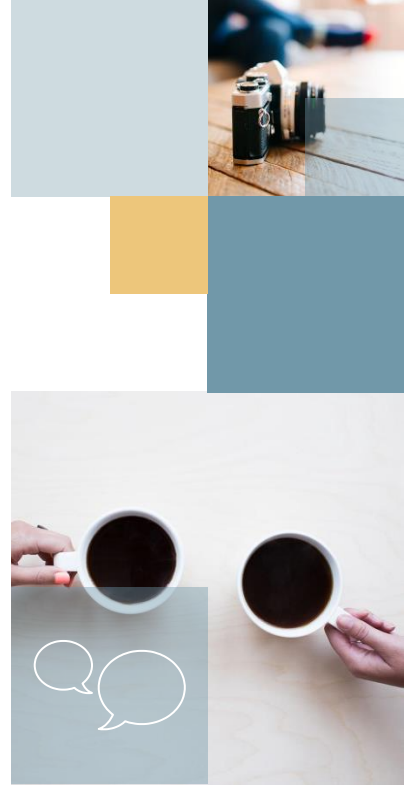
Best Practice – Ernst & Young

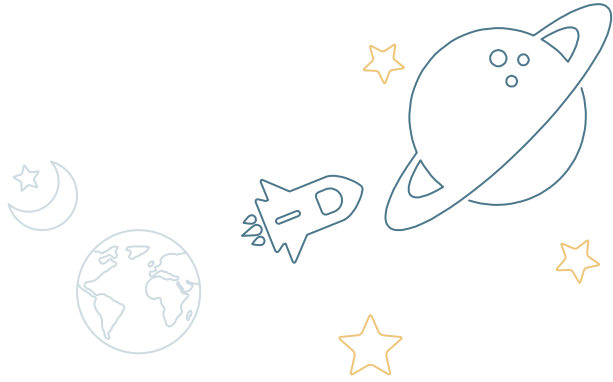
Ernst and Young Talent Management identification:

- Regular KPIs monitoring
- Couceling process
- Employee benefits based on „groups“
- Neccessity of skills development
- Employee development plans



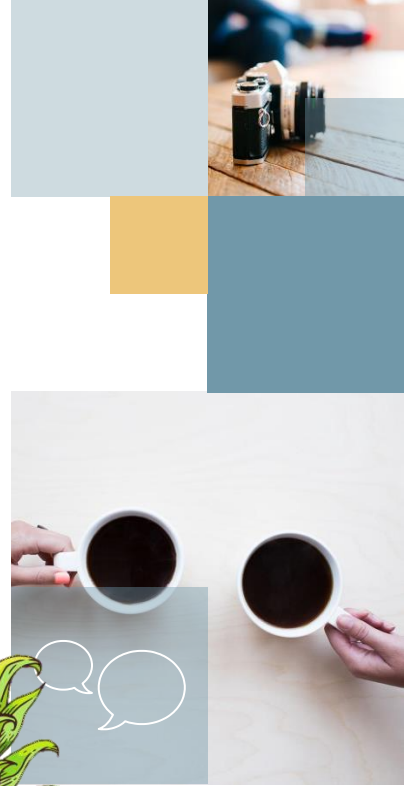
[VIDEO LINK](#)



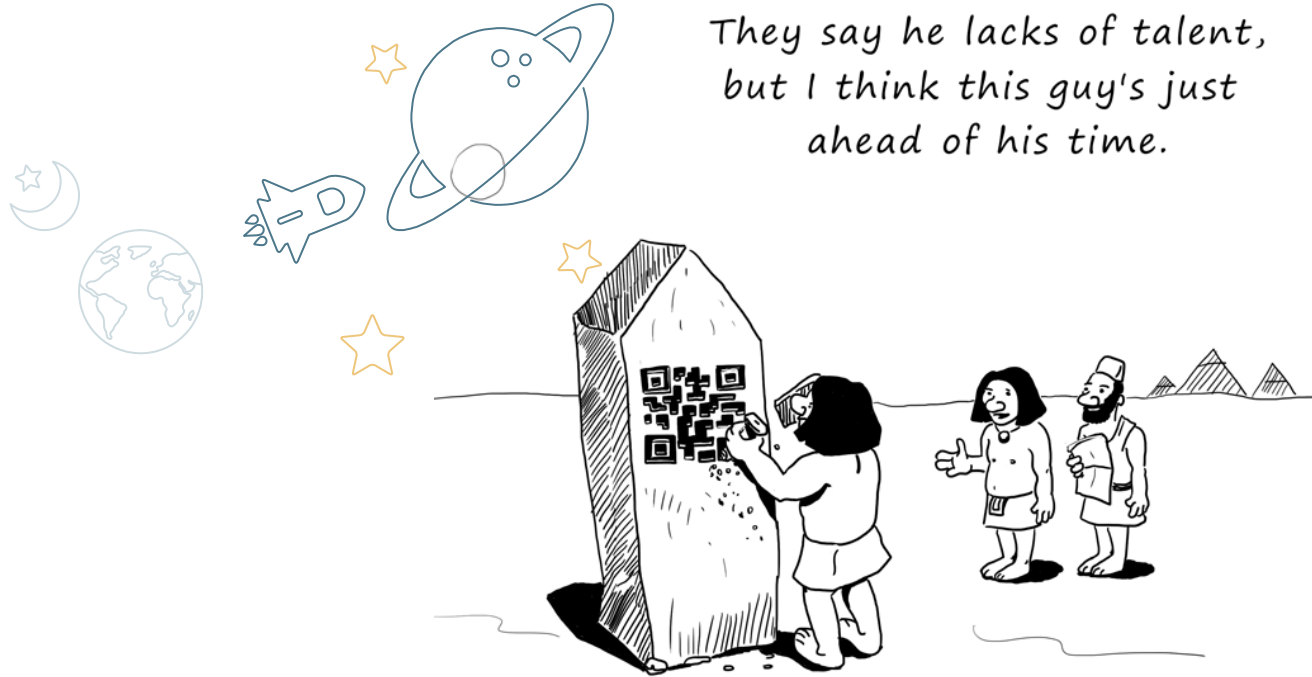


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Final Quiz



*They say he lacks of talent,
but I think this guy's just
ahead of his time.*



**Any questions?...and
thank you for the attention**